



## REPORT ON ONE DAY AWARENESS WORKSHOP

### COLLEGE INTERNAL COMPLAINT COMMITTEE

ORGANISED  
**ONE DAY AWARENESS WORKSHOP**  
(Special Seminars)

on

**“PREVENTION, PROHIBITION, &  
REDRESSAL OF SEXUAL  
HARASSMENT OF WOMEN AT WORK  
PLACE (POSH)”**

**30th November, 2024 (Saturday)**

Organized by

**COLLEGE INTERNAL COMPLAINT COMMITTEE (CICC)**

**University BDT College of Engineering  
Davangere- 577 004, Karnataka, India**

(A Constituent College of VTU, Belagavi)

**2024**



# REPORT ON ONE DAY AWARENESS WORKSHOP

## STUDENT ORIENTATION PROGRAMME (SOP)

### Special Seminars

on

## “PREVENTION, PROHIBITION, & REDRESSAL OF SEXUAL HARASSMENT OF WOMEN AT WORK PLACE (POSH)”

30.11.2024

**Dr. D. P. NAGARAJAPPA**

Principal,  
UBDTCE, Davanagere

**Dr. PRABHA K**

Chairperson, CICC  
Coordinator

**Dr. T. D. SHASHIKALA**

Co-Coordinator

Organized by

**COLLEGE INTERNAL COMPLAINT COMMITTEE (CICC)**

**University BDT College of Engineering**

**Davanagere- 577 004, Karnataka, India**

**(A Constituent College of VTU, Belagavi)**



VISVESVARAYA TECHNOLOGICAL UNIVERSITY (VTU), BELAGAVI  
**University B.D.T. College of Engineering**  
 Davangere- 577004, Karnataka  
 (A Constituent College of VTU, Belagavi)  
**COLLEGE INTERNAL COMPLAINT COMMITTEE (CICC)**



**PREVENTION, PROHIBITION, & REDRESSAL OF SEXUAL HARASSMENT OF  
 WOMEN AT WORK PLACE (POSH)**

**30.11.2024**

**PREFACE**

College Internal Complaint Committee (CICC) organized one day awareness workshop to the Students and special seminars organized on the topic “prevention, prohibition, & redressal of sexual harassment of Women at work place (POSH)” for all the students of first year of University BDT College of Engineering, Davanagere on 30.11.2024.

The one day Student Orientation Programme (SOP) special seminar receives the tremendous response and all students attended with great spirit and interest.

It is an immensely satisfying fact that Smt. MADHURA. M N, Advocate/Arbitrator, Bar Association, District Court, Davanagere; Dr. SHOBHA DHANANJAYA, Professor, Department of OBG, JJM Medical College, Davanagere and DR. SHASHIKALA P, Professor & Head. Dept of Pathology, SSIMS, Davanagere, identified as a resource person and delivers a special seminar on the very latest and interested topic “prevention, prohibition, & redressal of sexual harassment of women at work place (POSH)”. The session was conducted in very lively environment with total active participations of delegates.

This volume contains the various details for the conduction of this one day Student Orientation Programme(SOP) special seminar. The authorities of Visvesvaraya Technological University (VTU), Belagavi and University B.D.T. College of Engineering, Davanagere, Karnataka, have provided a great support in successfully conducting this one day Student Orientation Programme (SOP) special seminar and in acknowledges with heartfelt thanks.

The service rendered by the various committees, and members of College Internal Complaint Committee (CICC) non-teaching staff and office staff is acknowledged with deep sense of gratitude.

All students and members of College Internal Complaint Committee express our deep sense of gratitude and heartfelt thanks to all concern authorities.

This volume is dedicated to the all the students of first year students of University B.D.T. College of Engineering, Davanagere, which has produced many valuable engineers in the past and continuously striving hard to do the same years by years.



## College Internal Complaints Committee Members List (CICC)

Sl. No.	Name and Designation	Position in CICC	Gender	Mobile number and Email ID	Official Number
1	Dr. Prabha K. HoD & Professor, Dept. of Physics, UBDTCE, Davanagere.	Chairperson	F	7899951155 prabhakaliveera@gmail.com	-
2	Dr. Eramma H. Professor, Dept. of Civil Engg., UBDTCE, Davanagere.	Member	F	9844718398 h.eramma@gmail.com	-
3	Dr. Kumar Ganapathi Adi Professor, Dept. of E & I E, UBDTCE, Davanagere.	Member	M	9611106066 kumara2014phd@gmail.com	-
4	Dr. T. D. Shashikala, Associate Professor, Dept. of E & C E, UBDTCE, Davanagere.	Member	F	9972055846	-
5	Smt. Daxayini S. Kerue, Office Superintendent, UBDTCE, Davanagere.	Member	F	9482050496 daxayanikerur@gmail.com	-
6	Smt. Anusuyamma, Peon, Library, UBDTCE, Davanagere.	Member	F	9636048539	-
7	Smt. Shobha Shivraj, District Treasurer, District-316, Davanagere.	Member from NGO	F	9964222653	-
8	Ms. Sharada (UG Student - 6 <sup>th</sup> Sem Civil Engg.)	Member	F	8904818857 sharadahn1@gmail.com	-
9	Ms. Ranjitha K. S. (PG Student - 1 <sup>st</sup> Sem MCA)	Member	F	9902056092 / 8867364930 ranjithaks672@gmail.com	-
10	Ms. Pooja P. (Full time Ph.D Research Scholar - Civil)	Member	F	8095913312 poojapnaik018@gmail.com	-
11	Smt K. Jyothilakshmi, Registrar, UBDTCE, Davanagere.	Member Convener	F	8073103142 jyothilakshmiubdt@gmail.com	08192-233414

**F: Female**

**M: Male**



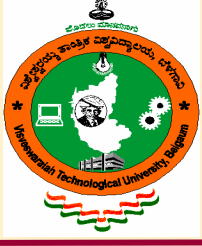
# About CICC

Internal Complaints Committee (ICC) has been formed to address issues under THE SEXUAL HARASSMENT OF WOMEN AT WORKPLACE (PREVENTION, PROHIBITION AND REDRESSAL) ACT, 2013.

The purpose of this committee is to provide protection against sexual harassment of women at workplace and for the prevention and redressal of complaints of sexual harassment and for matters connected therewith or incidental thereto. The committee provides a platform to express their grievances freely without any fear of being victimized. The women employees / students can raise their grievances through SMS / Call / Email / Letter / Website. The committee takes the responsibility for ensuring the prohibition and redressal of any kind of women grievances in the institute

## Internal Complaints Committee (ICC)

<b>Aim</b>	To promote gender sensitivity in the college and conduct diverse programs to sensitize both male and female members and create harmonious atmosphere on the campus.
<b>Objectives</b>	<p>To create awareness about the guidelines of Supreme Court and to ensure that sexual harassment is treated as an unacceptable social behaviour within the college.</p> <p>To create a secure physical and social environment to deter acts of sexual harassment.</p> <p>To provide an environment free of gender discrimination.</p> <p>To develop the guidelines and norms for a policy against sexual harassment</p> <p>To develop principles and procedures to combat sexual harassment.</p> <p>To organise gender sensitisation awareness programme</p> <p>To conduct guest lectures and workshops to educate the female members on the numerous opportunities available to enhance their leadership skills.</p>
<b>Roles &amp; Responsibilities</b>	<p>To create an awareness of the Women's Right and to empower women with knowledge, passion and purpose.</p> <p>Conduct activities on women empowerment</p> <p>To receive complaints of sexual harassment in any branch or department of our institution. This would include the complaints from teaching, non-teaching and female students.</p> <p>Taking care of women/men sexual harassment issues and redressal.</p>
<b>Submit the complaint</b>	Send an email to: <a href="mailto:principalubdt@gmail.com">principalubdt@gmail.com</a> / contact: Dr. Prabha K



ವಿಶ್ವವಿದ್ಯಾಲಯ ಬಿ.ಡಿ.ಟಿ.ಇಂಜಿನಿಯರಿಂಗ್ ಕಾಲೇಜು, ದಾವಣಗೆರೆ - 577004, ಕರ್ನಾಟಕ, ಭಾರತ  
(ವಿಶ್ವೇಶ್ವರಯ್ಯ ತಾಂತ್ರಿಕ ವಿಶ್ವವಿದ್ಯಾಲಯ ಘಟಕ ಕಾಲೇಜು, ಬೆಳಗಾವಿ)  
University B.D.T College of Engineering, Davanagere - 577004, Karnataka, India  
(A Constituent College of Visvesvaraya Technological University, Belagavi)



COLLEGE INTERNAL COMPLAINT COMMITTEE

INVITATION

INAUGURATION

The Principal, Staff and Students Cordially invite you to the Inaugural function of  
**One Day Awareness Workshop**

ON

**“Prevention, Prohibition, & Redressal of Sexual Harassment of Women at Work Place (POSH)”**

On 30<sup>th</sup> November, 2024 (SATURDAY), at 09.15 A.M.

Venue: R&D Block

**Smt. MADHURA. M N**

Advocate/Arbitrator

Bar Association, District Court, Davanagere

*has kindly consented to be the Chief Guest and deliver the key note address*

**Dr. SHOBHA DHANANJAYA**

Professor, Department of OBG

JJM Medical College, Davanagere

*has kindly consented to be the Chief Guest / Resource Speaker*

**DR. SHASHIKALA P**

Professor & Head. Dept of Pathology

SSIMS, Davanagere

*has kindly consented to be the Chief Guest / Resource Speaker*

**Dr. D. P. NAGARAJAPPA**

Principal

University BDT College of Engineering, Davanagere

*Will preside over the function*

**All are cordially invited**

Co-Coordinator

**Dr. T. D. SHASHIKALA**

**Member, CICC**

Coordinator

**Dr. PRABHA K**

**Chairperson, CICC**

All staff and students of UBDTCE, Davanagere

# PROGRAMME SCHEDULE

COLLEGE INTERNAL COMPLAINT COMMITTEE  
University BDT College of Engineering, Davanagere

(A constituent college of VTU, Belagavi)

**One Day Awareness Workshop on**

“Prevention, Prohibition, & Redressal of Sexual Harassment of Women at Work Place (POSH)”

**Time: 9.15 am      Venue: R&D Block      Date: 30-11-2024**

**Registration starts from 9 am**

Speaker 1 Morning Session 10.00 am to 11.00 am	<b>Smt. MADHURA.</b> Advocate/Arbitrator, Davanagere
Speaker 2 Morning Session 11.00 am to 12.00 noon	<b>Dr. SHOBHA DHANANJAYA</b> Professor, Department of OBG, JJM Medical college, Davanagere <b>Chairperson of ‘Prevention of violence against women committee’ KSOGA</b>
<b>LUNCH</b> Anjaneya Temple Premises	
Speaker 3 Afternoon Session 2.00 pm to 3.00 pm	<b>Smt. MADHURA.</b> Advocate/Arbitrator, Davanagere
Speaker 4 Afternoon Session 3.00 pm to 4.00 pm	<b>Dr. SHASHIKALA KRISHNAMURTHY</b> Professor & Head. Dept of Pathology, SSIMS, Davanagere
President	<b>Dr. D.P. NAGARAJAPPA</b> Principal, UBDTCE
Program Co-Ordinator	<b>Dr. PRABHA K</b> Chairperson, CICC.
Program Co-Coordinator	<b>Dr. T. D. SHASHIKALA</b> Member. CICC

**Valedictory Program**  
**4.00 pm TO 4.30 pm**

# BANNER

VISVESVARAYA TECHNOLOGICAL UNIVERSITY (VTU), BELAGAVI

**UNIVERSITY B.D.T. COLLEGE OF ENGINEERING**

DAVANGERE

**COLLEGE INTERNAL COMPLAINT  
COMMITTEE**



**ONE DAY AWARENESS WORKSHOP**

**ON**

**Prevention, Prohibition,  
& Redressal of Sexual  
Harassment of Women at Work Place**

**30<sup>th</sup> November, 2024 (Saturday)**



### Speaker 1:

Mrs. Madhura M.N.  
Advocate & Arbitrator  
Operating in Davanagere and Other Districts of Karnataka

#### Brief Profile of Adv. Madhura M N

Name : Madhura M N

Gender : Female

Experience : 9 years

Education : BA LLB

Languages Known : KANNADA ENGLISH

Practice Courts : DAVANAGERE COURT

Specialization : CRIMIL AND CIVEL



Mrs. Madhura M.N. is a distinguished advocate and arbitrator committed to social justice and legal empowerment. She provides legal advice at the Sakhi One-Stop Center and Women's and Children's Development Organization, serves as an arbitrator in Davanagere courts, and actively supports social organizations, self-help groups, and the labor community. She also raises awareness through the *Holalu* YouTube series for teachers and educates communities about the HIV Act at the Davanagere CG Hospital HIV Center.

In impactful talk, Mrs. Madhura addressed about sexual harassment comprehensively, drawing on numerous case studies. She focused on the POCSO Act and the POSH Act of 2013, detailing their provisions and the associated punishments. Her engaging presentation provided a deep understanding of the legal frameworks, leaving a lasting impression on the audience.(students & staff )

The following factors were discussed by Adv. Madhura M N



## POSH Act: The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013

India's first law against prevention, prohibition, and redressal of sexual harassment for women at the workplace.

The Act, along with its rules, is collectively called the POSH law.



## POCSO Act: Protection of Children from Sexual Offences Act, 2012

The Act has been enacted to protect children from offences of sexual assault, sexual harassment and pornography and provide for establishment of Special Courts for trial of such offences and related matters and incidents.



## JJ Act: Juvenile Justice (Care and Protection of Children) Act, 2015

Aims to focus on the law related to Juvenile's i.e.

- children who are supposed & found to be in conflict with the law &
- children in need of Care & Protection by fulfilling their basic necessities through proper care & nourishment, protection, treatment, social integration, trainings and
- Also by adopting a child-friendly approach.



### PoSH Act VS POCSO Act

Scope	PoSH Act	POCSO Act
Gender	Only women	All Children
Applicable for	Workplace (Adults)	Schools, institution, for Children below 18 years of age
Committee	PoSH or Internal Committee (IC)	Child Protection Complaints (CPC) committee or a Child Abuse Monitoring Committee (CAMC) formation
Complaint Lodged with	Internal Committee (IC)	Police
Must Do	<ol style="list-style-type: none"> <li>1. Create and communicate a detailed policy.</li> <li>2. Ensure awareness to all employees.</li> <li>3. Constitute, train and Empower PoSH Committee/s in every workplace.</li> <li>4. Display a poster.</li> <li>5. Prepare an annual report and Submit to the respective state government</li> </ol>	<ol style="list-style-type: none"> <li>1. Define Child Protection Policy for the school.</li> <li>2. CPC or a CAMC formation</li> <li>3. Periodic Sensitization Workshops for staff, committee members on signs to watch out for, boundaries for interactions with students in-person/online/on the phone, child protection norms, abuse prevention, provisions of the POCSO Act.</li> <li>4. Periodic Age-appropriate sensitization on good touch and bad touch, personal safety, gender sensitization workshop.</li> <li>5. Implement proactive measures to prevent child sexual abuse</li> </ol>



### PoSH Act VS POCSO Act

Scope	PoSH Act	POCSO Act
Types of Sexual Harassment	<ul style="list-style-type: none"> <li>• Quid Pro Quo</li> <li>• Hostile Environment</li> <li>• Physical, Verbal, Non-verbal forms</li> </ul>	<ul style="list-style-type: none"> <li>• Penetrative Sexual assault,</li> <li>• aggravated penetrative sexual assault,</li> <li>• sexual assault,</li> <li>• aggravated sexual assault,</li> <li>• sexual harassment,</li> <li>• use of a child for pornographic purposes</li> </ul>
Punishment	<ul style="list-style-type: none"> <li>• Reprimand,</li> <li>• Warning,</li> <li>• Censure,</li> <li>• Counselling,</li> <li>• financial Penalty,</li> <li>• Termination</li> </ul>	<ul style="list-style-type: none"> <li>• From up to three years of imprisonment and fine for Sexual Harassment to not less than ten years of imprisonment which may extend to imprisonment for life, and fine for aggravated penetrative sexual assault.</li> <li>• Punishment for failure to report or record a case by any person or any person, in charge of any school or an institution.</li> </ul>

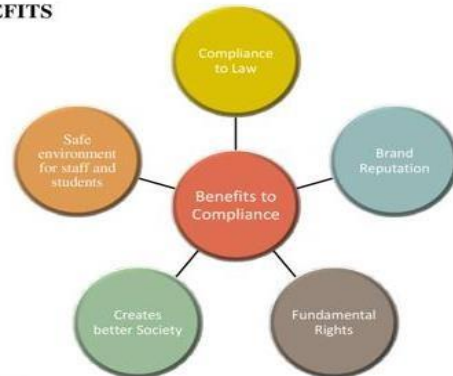


### APPLICABILITY MATRIX

RESPONDENT	Staff	POCSO Act	PoSH Act Criminal Law
	Student	POCSO Act JJ Act	JJ Act PoSH Act
		Child/ Student	Adult/ Staff

COMPLAINANT

### BENEFITS



### Proactive Measures

1. Background checks for all staff being hired. All staff should sign an affidavit of no criminal record
2. CCTV cameras for surveillance
3. Technology usage guidance
4. Complaint box
5. Full time or visiting Counsellor Support
6. Centralized Child helpline number 1098 must be popularized and displayed at prominent places in the schools
7. Complaint's mechanisms for children must be established and made known to children and their parents/guardians
8. Transportation safety precautions should be taken care of
9. Online interaction, safety provisions to be followed
10. Safe Photographing of children and Precautions during picnics and outdoor activities
11. Special precautions, infrastructure to be taken care of by residential schools
12. All institutions shall maintain the contact details for the nearest local police station, hospitals, Special Juvenile Police Unit, and Child Welfare Committee
13. Maintaining confidentiality of complaints is of utmost priority





VISVESVARAYA TECHNOLOGICAL UNIVERSITY (VTU), BELAGAVI

COLLEGE INTERNAL COMPLAINT COMMITTEE

University B.D.T. College of Engineering  
Davangere- 577004, Karnataka, India

(A Constituent College of VTU, Belagavi)



## Certificate of Recognition

*This certificate is awarded to*



**Smt. MADHURA. M N**

Advocate/Arbitrator, Davanagere

**RESOURCE SPEAKER**

*In grateful acknowledgment of her expertise, professional competence  
and  
Invaluable service rendered as Chief Guest / Resource Speaker in One Day  
Awareness Workshop  
on*

**“Prevention, Prohibition, & Redressal of Sexual  
Harassment of Women at Work Place (POSH)”**

*held on 30.11.2024*

Dr. T. D. SHASHIKALA  
**Coordinator**

Dr. PRABHA K  
**Chairperson, CICC**

Dr. D. P. NAGARAJAPPA  
**Principal**

**Speaker 2:**  
**Dr. Shobha Dhananjaya,**  
**Professor & Unit Head, Department of OBG,**  
**JJM Medical College, Davanagere**

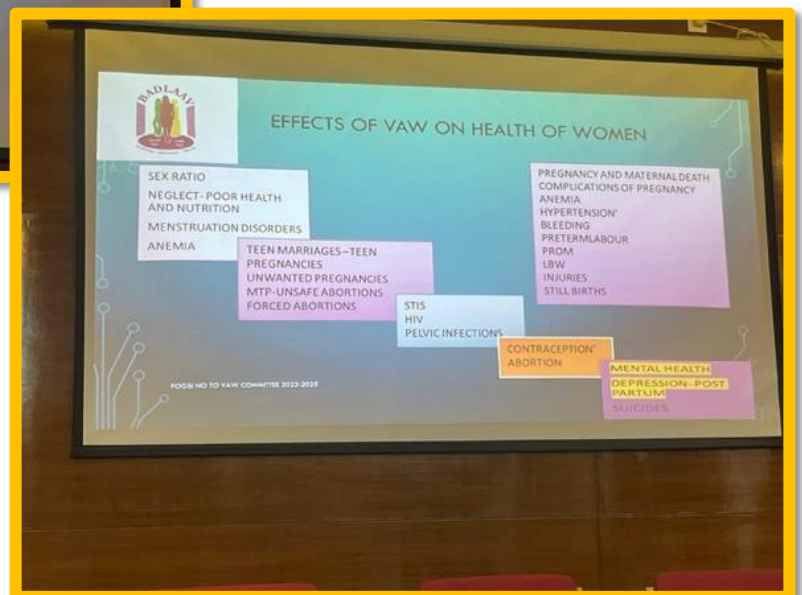
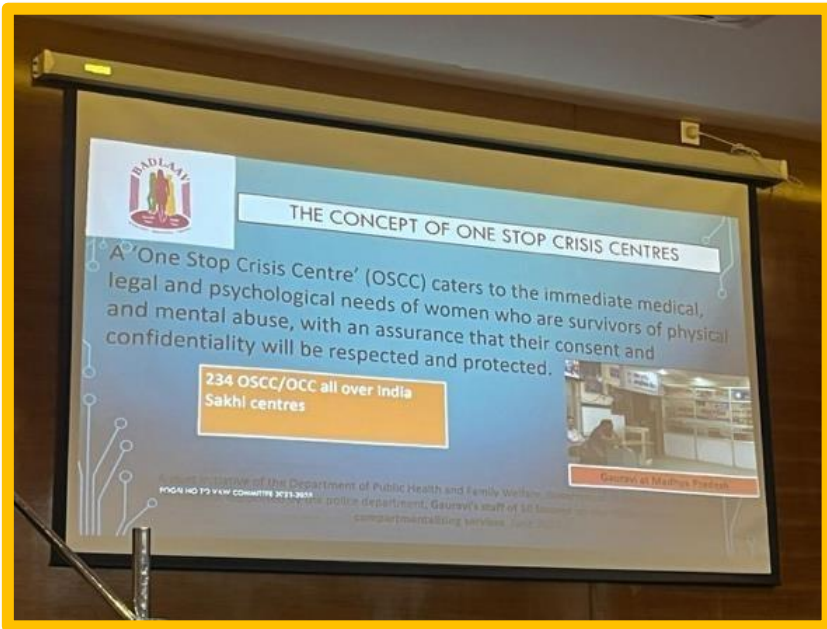
**Brief Profile of Dr Shobha Dhananjaya**

Dr. Shobha Dhananjaya, an esteemed academician and leader, has over 25 years of experience as an undergraduate and postgraduate teacher and has guided postgraduate students for 20 years. She has presented papers at state and national conferences and serves as an examiner for various universities. Dr. Shobha is the Chairperson of the „Prevention of Violence against Women Committee“ under KSOGA and has been the President of the Davanagere OBG Society and the Inner wheel Club, a social organization, for three years each.



In her address, Dr. Shobha discussed the aftermath of sexual harassment and elaborated on key terminologies such as Violence against Women (VAW), Intimate Partner Violence (IPV), Domestic Violence (DV), and Gender-Based Violence (GBV). She highlighted their adverse effects on women’s health and emphasized the importance of identifying violence early. She introduced the concepts of One-Stop Crisis Centers and Bharosa (Trust) initiatives as vital support mechanisms. As a gesture of commitment to raising awareness, she donated a placard on VAW during the session







VISVESVARAYA TECHNOLOGICAL UNIVERSITY (VTU), BELAGAVI

COLLEGE INTERNAL COMPLAINT COMMITTEE

University B.D.T. College of Engineering  
Davangere- 577004, Karnataka, India

(A Constituent College of VTU, Belagavi)



## Certificate of Recognition

*This certificate is awarded to*



**Dr. SHOBHA DHANANJAYA**

Professor, Department of OBG

JJM Medical College, Davanagere

**RESOURCE SPEAKER**

*In grateful acknowledgment of her expertise, professional competence  
and  
Invaluable service rendered as Chief Guest / Resource Speaker in One Day  
Awareness Workshop  
on*

**“Prevention, Prohibition, & Redressal of Sexual  
Harassment of Women at Work Place (POSH)”**

*held on 30.11.2024*

**Dr. T. D. SHASHIKALA**  
**Coordinator**

**Dr. PRABHA K**  
**Chairperson, CICC**

**Dr. D. P. NAGARAJAPPA**  
**Principal**

**Speaker 3:**  
**Dr. Shashikala P.,**  
**Professor & HOD, Department of Pathology,**  
**S.S. Institute of Medical Sciences & Research Centre, Davangere**

**Brief Profile of Dr Shashikala P**

Dr. Shashikala P. is an accomplished academician and pathologist with a keen interest in medical education. She serves as the coordinator of the Medical Education Unit and has authored several textbooks, including works on general pathology for dental and MBBS students. With 130 research publications to her credit, she is an active contributor to the field of pathology.

Dr. Shashikala is a respected editor, reviewer, and editorial board member for various scientific journals and a sought-after resource person for workshops, CMEs, and conferences at state and national levels. She has also been a prominent facilitator of workshops conducted in schools, colleges, and teacher associations.

In recognition of her contributions, she was awarded the Fellowship of the Indian College of Pathologists (FICP) in 2020.



In her address on measures to prevent sexual harassment, Dr. Shashikala provided numerous case studies to illustrate the challenges and consequences faced by individuals in various situations. These real-life examples served to highlight the importance of vigilance, informed decision-making, and a proactive approach to personal safety.

Drawing insights from these case studies, she advised building a strong moral and ethical foundation as a key step toward creating a safer and more respectful environment. She emphasized that fostering a healthy mind and body is equally crucial, as it not only enhances individual resilience but also promotes self-confidence and sound judgment.

Dr. Shashikala reiterated the need for preventive strategies, encouraging the audience to prioritize holistic well-being, cultivate positive relationships, and engage in regular awareness programs like POSH (Prevention of Sexual Harassment). Her address underscored the importance of collective efforts in empowering individuals to navigate challenges effectively and contribute to a safer society.



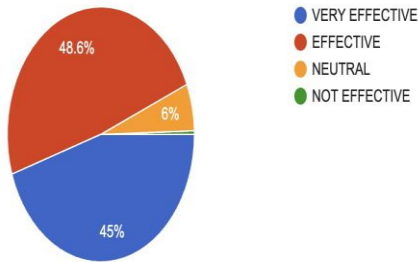
# FEEDBACK ON One-Day Workshop on Awareness Programme on the Prevention of Sexual Harassment of Women at the Workplace (POSH) Date: 30th November 2024 Venue: R&D Block, University BDT College of Engineering, Davanagere

218 responses

[Publish analytics](#)

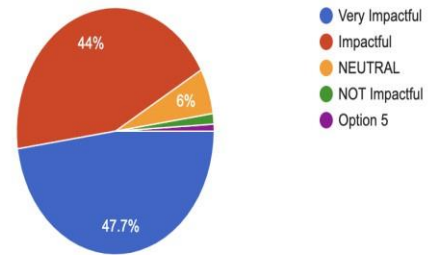
How effectively did this workshop raise awareness about the POCSO and POSH 2013 Acts, as discussed by Smt. Madhura M.N.?

218 responses



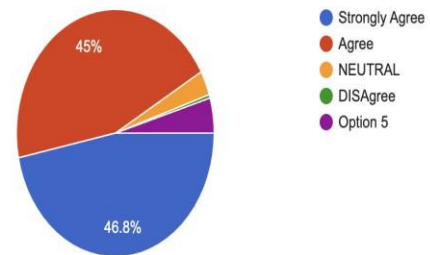
How impactful was Dr. Shobha Dhanajaya's session on "Violence Against Women and Its Effects on Health" in emphasizing the importance of addressing these issues?

218 responses



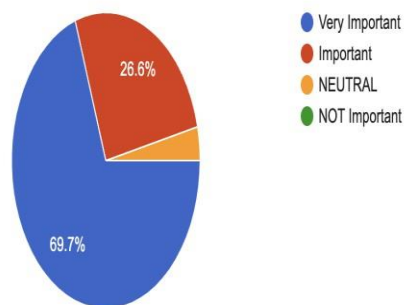
Did Dr. Shashikala P's session on "Students' Mental Health and Concentration" help create better awareness about mental well-being for both men and women?

218 responses



How important do you think such mandatory awareness programs are for promoting a safe and inclusive environment for everyone?

218 responses



What are your thoughts on this workshop as part of the Government of India's mandatory program, and how can similar initiatives be improved to create a greater impact?

218 responses

- Yes
- Good
- It's good program
- .
- To be responsible
- it's good
- Yes it great impact
- very important
- To provide safety for girls and boys





VISVESVARAYA TECHNOLOGICAL UNIVERSITY (VTU), BELAGAVI

COLLEGE INTERNAL COMPLAINT COMMITTEE

University B.D.T. College of Engineering  
Davangere- 577004, Karnataka, India

(A Constituent College of VTU, Belagavi)



## Certificate of Recognition

*This certificate is awarded to*



**DR. SHASHIKALA P**

Professor & Head. Dept of Pathology,  
SSIMS, Davanagere

**RESOURCE PERSON**

*In grateful acknowledgment of her expertise, professional competence  
and  
Invaluable service rendered as Chief Guest / Resource Speaker in One Day  
Awareness Workshop  
on*

**“Prevention, Prohibition, & Redressal of Sexual  
Harassment of Women at Work Place (POSH)”**

*held on  
30.11.2024*

Dr. T. D. SHASHIKALA  
**Coordinator**

Dr. PRABHA K  
**Chairperson, CICC**

Dr. D. P. NAGARAJAPPA  
**Principal**

## ರೇ ಮಕ್ಕಳಿಗೆ ಅನ್ಯಾಯವಾದಾಗ ರಾಜೀ ಸಲ್ಲದು

ಅಪರಾಧಿಗೆ ಶಿಕ್ಷೆಯಾಗಲಿ, ಮಕ್ಕಳಿಗೆ ನ್ಯಾಯ ಸಿಗಲಿ: ಎಂ.ಎನ್. ಮಧುರಾ

ರೂಢಿ ಸ್ವಯಂ  
ಕಡಿಮೆ  
ವಾರರನ್ನು  
ಡಿಗಿಯಲ್ಲಿ  
ಪರಿಸರ  
ಬೇಕಾಗಿದೆ.  
ಬೋರ್ಡ್  
ರದಿಂದಲೇ  
ಗ ತೆಂಗು,  
ರಿಸಿ, ಆಸಕ್ತ  
ಲ್ಲಿ ಹಾಗೂ  
ಸಂಘಗಳ  
ಬೇಕಾಗಿದೆ  
ಲ್ಲಿ ವಸಂತ,  
ಬಯೋಗಿ

ದಾವಣಗೆರೆ, ನ.30- ತಾಲಾ-ಕಾಲೇಜು ಓದಿನ ಜೊತೆ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಸಾಮಾಜಿಕ ವಿಚಾರಗಳ ಅರಿವೂ ಆಗತಕ್ಕ ಎಂದು ವಕೀಲರಾದ ಎಂ.ಎನ್. ಮಧುರಾ ಹೇಳಿದರು.

ನಗರದ ಯುಬಿಡಿಟಿ ಇಂಜಿನಿಯರಿಂಗ್ ಕಾಲೇಜಿನಲ್ಲಿ ಆಂತರಿಕ ದೂರು ಸಮಿತಿ ವತಿಯಿಂದ ಶನಿವಾರ ಹಮ್ಮಿಕೊಳ್ಳಲಾಗಿದ್ದ 'ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲಿನ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧ ಮತ್ತು ಪರಿಹಾರ' ಕುರಿತ ಕಾರ್ಯಾಗಾರದಲ್ಲಿ ಸಂಪನ್ಮೂಲ ವ್ಯಕ್ತಿಯಾಗಿ ಪಾಲ್ಗೊಂಡು ಅವರು ಮಾತನಾಡಿದರು.

ತಾಲಾ-ಕಾಲೇಜುಗಳಲ್ಲಿ ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ಹಲವು ವಿಧಗಳಲ್ಲಿ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯಗಳು ನಡೆಯುತ್ತವೆ. ಇವುಗಳ ಬಗ್ಗೆ ಎಚ್ಚರದಿಂದಿರಬೇಕು. ಮಹಿಳೆಯರ ರಕ್ಷಣೆಯ ಕಾನೂನು, ಕಾಯ್ದೆಗಳ ಕುರಿತು ಅರಿವು ಹೊಂದಿರಬೇಕು ಎಂದು ತಿಳಿಸಿದರು.

ಮಕ್ಕಳ ಹಿತರಕ್ಷಣೆಗಾಗಿ ಪೋಕ್ಸೋ ಕಾಯಿದೆಯನ್ನು ಜಾರಿಗೆ ತರಲಾಗಿದೆ. ವಿಶೇಷವಾಗಿ ಮಕ್ಕಳನ್ನು ಎಲ್ಲ ರೀತಿಯ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯ, ಅಪರಾಧಗಳಿಂದ ಪಾರು ಮಾಡುವುದು ಕಾಯಿದೆಯ ಮುಖ್ಯ ಉದ್ದೇಶವಾಗಿದೆ. ಈ ಕಾಯಿದೆಯಲ್ಲಿ ಯಾವುದೇ ಲಿಂಗತಾರತಮ್ಯ ಇಲ್ಲ. ಬಾಲಕಿ ಮತ್ತು ಬಾಲಕ ಇಬ್ಬರನ್ನೂ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯದ ಸಂತ್ರಸ್ತರು ಎಂದು ಪರಿಗಣಿಸುತ್ತದೆ ಎಂದು ಹೇಳಿದರು.

ಮಕ್ಕಳ ಮೇಲೆ ಯಾವುದೇ ರೀತಿಯ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯಕ್ಕೆ ಅವಕಾಶ ನೀಡಬಾರದು. ಅಂತಹ ಸಾಮಾಜಿಕ ಸ್ವಾಸ್ಥ್ಯ ಕೆಡಿಸುವ ಪಿಡುಗುಗಳನ್ನು ನಿರ್ಮೂಲನೆ ಮಾಡುವಲ್ಲಿ ಪ್ರತಿಯೋರ್ವರು ಕೈಜೋಡಿಸಬೇಕು. ಅಲ್ಲದೇ, ಬಾಲ್ಯ ವಿವಾಹವನ್ನು ತಡೆಗಟ್ಟುವ ನಿಟ್ಟಿನಲ್ಲಿ ಬಾಲ್ಯ ವಿವಾಹ ನಿಷೇಧ ಕಾಯ್ದೆ ಜಾರಿಯಲ್ಲಿದೆ. ಬಾಲ್ಯ ವಿವಾಹದಂತಹ ಘಟನೆಗಳು ಗಮನಕ್ಕೆ ಬಂದರೆ, ಸಂಬಂಧಪಟ್ಟವರ ಗಮನಕ್ಕೆ ತರಬೇಕು. ಈ ಮೂಲಕ ಎಲ್ಲರೂ



**ಪರಿಹಾರಕ್ಕಾಗಿ ಪೋಕ್ಸೋ ದುರ್ಬಳಕೆ ಸಲ್ಲದು**

ಪೋಕ್ಸೋ ಪ್ರಕರಣದಿಂದ ಮಹಿಳೆಗೆ ಪರಿಹಾರ ಸಿಗುತ್ತದೆ ಎಂಬ ಕಾರಣಕ್ಕೆ ಪೋಷಕರೂ ಮಕ್ಕಳೊಂದಿಗೆ ಶಾಮೀಲಾಗಿ ಆನಗತ್ಯವಾಗಿ ದೂರು ನೀಡುವ ಪ್ರಕರಣಗಳೂ ನಡೆದಿವೆ. ಈ ರೀತಿ ಕಾಯ್ದೆಯನ್ನು ದುರುಪಯೋಗ ಪಡಿಸಿಕೊಂಡರೆ ಶಿಕ್ಷೆಗೆ ಒಳಪಡಬೇಕಾಗುತ್ತದೆ. ಅಲ್ಲದೆ, ಪೋಕ್ಸೋ ಕಾಯ್ದೆಯಡಿ ಶಿಕ್ಷೆಯಾಗಬೇಕಿವ్వವರಿಗೆ ಸಹಾಯ ಮಾಡಿದವರೂ ಶಿಕ್ಷೆಗೆ ಗುರಿಯಾಗಬೇಕಾಗುತ್ತದೆ ಎಂದು ವಕೀಲರಾದ ಎಂ.ಎನ್. ಮಧುರಾ ಎಚ್ಚರಿಸಿದರು.

ಜೊತೆಯಾಗಿ ಸಾಮಾಜಿಕ ಸ್ವಾಸ್ಥ್ಯವನ್ನು ಕಾಪಾಡುವ ಕೆಲಸ ಮಾಡಬೇಕಿದೆ ಎಂದರು.

ತಮ್ಮ ಮಕ್ಕಳು ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯಕ್ಕೆ ಒಳಗಾಗಿ, ಅವರಿಗೆ ಅನ್ಯಾಯವಾಗಿದ್ದರೆ ರಾಜೀ ಸಂಧಾನಕ್ಕೆ ಮುಂದಾಗದೆ, ಅಪರಾಧಿಗೆ ಶಿಕ್ಷೆ ಕೊಡಿಸಲು, ಮಕ್ಕಳಿಗೆ ನ್ಯಾಯ ದೊರಕಿಸಿಕೊಡಲು ಪೋಷಕರು ಮುಂದಾಗಬೇಕಿದೆ ಎಂದು ಮಧುರಾ ಹೇಳಿದರು.

ಕೇವಲ ಹುಡುಗಿಯರಷ್ಟೇ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯಕ್ಕೆ ಗುರಿಯಾಗುವುದಿಲ್ಲ ಎಂದ ಅವರು, ಚಿನ್ನಗಿರಿಯಲ್ಲಿ ಹುಡುಗ-ಹುಡುಗನ ನಡುವೆ ದೂರು ದಾಖಲಾಗಿತ್ತು. ದಾವಣಗೆರೆ ಖಾಸಗಿ ಶಾಲೆಯೊಂದರಲ್ಲಿ ಶಿಕ್ಷಕ ಹಾಗೂ ವಿದ್ಯಾರ್ಥಿ ನಡುವೆ ಸೇರಿದಂತೆ ಮೂವರು ಹುಡುಗರ ಪ್ರಕರಣಗಳು ದಾಖಲಾಗಿವೆ ಎಂದರು.

ಇತ್ತೀಚಿನ ದಿನಗಳಲ್ಲಿ ಮಹಿಳೆಯರು ಹಾಗೂ ಹುಡುಗರು, ಪುರುಷರು ಹಾಗೂ ಹುಡುಗಿಯರ ನಡುವಿನ ದೈಹಿಕ ಸಂಬಂಧಗಳು ಇರುವ ದೂರು ಪ್ರಕರಣಗಳ ಸಂಖ್ಯೆ ಹೆಚ್ಚಾಗುತ್ತಿದೆ ಎಂದು ಕಳವಳ ವ್ಯಕ್ತಪಡಿಸಿದರು.

ಜೆ.ಜಿ.ಎಂ. ಮೆಡಿಕಲ್ ಕಾಲೇಜು ಪ್ರಸೂತಿ ಮತ್ತು ಸ್ತ್ರೀರೋಗ ತಜ್ಞರಾದ ಡಾ.ಶೋಭಾ ಧನಂಜಯ, ಎಸ್.ಎಸ್.ಐ.ಎಂ.ಎಸ್. ಪ್ರೊ. ಡಾ. ಶಶಿಕಲಾ ಪಿ., ಯುಬಿಡಿಟಿ ಕಾಲೇಜು ಪ್ರಾಂಶುಪಾಲರಾದ ಡಾ.ಡಿ.ಪಿ. ನಾಗರಾಜಪ್ಪ, ಆಂತರಿಕ ದೂರು ಸಮಿತಿ ಅಧ್ಯಕ್ಷರಾದ ಡಾ.ಕೆ. ಪ್ರಭಾ, ಸಂಯೋಜಕರಾದ ಡಾ.ಟಿ.ಜಿ. ಶಶಿಕಲಾ ಉಪಸ್ಥಿತರಿದ್ದರು.

ದಾನ  
ಸಂಸ್ಥೆಯ  
ದ ನಗರದ  
ಯೋತ್ಸವದ  
ಕರ್ನಾಟಕ  
ರು ಎಂದು  
ನೀಪ್ಪಿಯಲ್ಲಿ  
ಕಾಂಕ್ಷೆ ತಿಳಿಸಿ  
ಟಿಸುವರು.  
ಅಧ್ಯಕ್ಷತೆ  
ಅಲಮೇಲ  
ಸೂರ್ಯ  
ಕಲಗಳನ್ನು  
ಸ್ವ ಸಮಿತಿ  
ೇಕಾರ್ಪಣೆ  
ಕನ್ನಡಿಗರ  
ನ ಅಶ್ವಿನಿ

## ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯದ ಬಗ್ಗೆ ಎಚ್ಚರ ಇರಲಿ

■ **ವಿಕ ಸುದ್ದಿಲೋಕ ದಾವಣಗೆರೆ**

ಶಾಲಾ-ಕಾಲೇಜುಗಳಲ್ಲಿ ಮತ್ತು ಕೆಲಸ ಮಾಡುವ ಸ್ಥಳಗಳಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲೆ ನಾನಾ ಬಗೆಗಳಲ್ಲಿ ಲೈಂಗಿಕ ದೌರ್ಜನ್ಯ ನಡೆಯುವ ಸಾಧ್ಯತೆ ಇದ್ದು ಇವುಗಳ ಬಗ್ಗೆ ಎಚ್ಚರದಿಂದಿರಬೇಕು ಎಂದು ವಕೀಲೆ ಎಂ.ಎನ್. ಮಧುರಾ ತಿಳಿಸಿದರು.

ನಗರದ ಯುಬಿಡಿಟಿ ಎಂಜಿನಿಯರಿಂಗ್ ಕಾಲೇಜಿನಲ್ಲಿ ಆಂತರಿಕ ದೂರು ಸಮಿತಿಯಿಂದ ಶನಿವಾರ ಏರ್ಪಡಿಸಿದ್ದ 'ಕೆಲಸದ ಸ್ಥಳದಲ್ಲಿ ಮಹಿಳೆಯರ ಮೇಲಿನ ಲೈಂಗಿಕ ಕಿರುಕುಳ ತಡೆಗಟ್ಟುವಿಕೆ, ನಿಷೇಧ ಮತ್ತು ಪರಿಹಾರ' ಕುರಿತ ಕಾರ್ಯಾಗಾರದಲ್ಲಿ ಮಾತನಾಡಿದ ಅವರು, "ಶಾಲಾ-ಕಾಲೇಜು ಓದಿನ ಜತೆಗೆ ವಿದ್ಯಾರ್ಥಿಗಳಿಗೆ ಸಾಮಾಜಿಕ ವಿಚಾರಗಳ ಬಗ್ಗೆಯೂ ತಿಳಿಸಬೇಕು. ಮಹಿಳೆಯರ ರಕ್ಷಣೆ, ಕಾಯಿದೆಗಳ ಕುರಿತು ಅರಿವು ಮೂಡಿಸಬೇಕು" ಎಂದರು.

ಜೆ.ಜೆ.ಎಂ. ಮೆಡಿಕಲ್ ಕಾಲೇಜು ಪ್ರಸೂತಿ ಮತ್ತು ಸ್ತ್ರೀರೋಗ ತಜ್ಞೆ ಡಾ.ಶೋಭಾ ಧನಂಜಯ,

### ಪೋಕ್ಸೋ ದುರ್ಬಳಕೆ ಸಲ್ಲ

"ಪೋಕ್ಸೋ ಪ್ರಕರಣದಿಂದ ಮಹಿಳೆಗೆ ಪರಿಹಾರ ಸಿಗಲಿದೆ ಎಂಬ ಕಾರಣಕ್ಕೆ ಪೋಷಕರೂ ಮಕ್ಕಳೊಂದಿಗೆ ಶಾಮೀಲಾಗಿ ಕಾಯಿದೆಯನ್ನು ದುರ್ಬಳಕೆ ಮಾಡಿಕೊಳ್ಳಲಾಗುತ್ತದೆ. ಹೀಗೆ ದುರುಪಯೋಗ ಪಡಿಸಿಕೊಂಡರೆ ಶಿಕ್ಷೆಗೆ ಒಳಪಡಬೇಕಾಗುತ್ತದೆ. ಅಲ್ಲದೆ, ಪೋಕ್ಸೋ ಕಾಯಿದೆಯಡಿ ಶಿಕ್ಷೆಯಾಗಬೇಕಿದ್ದವರಿಗೆ ಸಹಾಯ ಮಾಡಿದವರೂ ಶಿಕ್ಷೆಗೆ ಗುರಿಯಾಗಬೇಕಾಗುತ್ತದೆ" ಎಂದು ವಕೀಲರಾದ ಎಂ.ಎನ್. ಮಧುರಾ ಎಚ್ಚರಿಸಿದರು.

ಎಸ್.ಎಸ್.ಐ.ಎಂ.ಎಸ್. ಪ್ರೊ. ಡಾ.ಶಶಿಕಲಾ ಪಿ., ಯುಬಿಡಿಟಿ ಕಾಲೇಜು ಪ್ರಾಂಶುಪಾಲರಾದ ಡಾ.ಡಿ.ಪಿ.ನಾಗರಾಜಪ್ಪ, ಸಿಐಸಿಸಿ ಅಧ್ಯಕ್ಷೆ ಡಾ. ಕೆ.ಪ್ರಭಾ, ಸಂಯೋಜಕರಾದ ಡಾ.ಟಿ.ಜಿ. ಶಶಿಕಲಾ ಇದ್ದರು.

# Mementos to Guest Speakers



 College Internal Complaint Committee  
University, BDT College of Engineering,  
Davangere   
(A Constituent College of VTU, Belagavi)

## One Day Awareness Workshop on

"Prevention, Prohibition & Redressal  
of Sexual Harassment of Women  
at Work Place (POSH)"

Guest Speaker

**Dr. Shashkala P.**

Date : 30-11-2024



 College Internal Complaint Committee  
University, BDT College of Engineering,  
Davangere   
(A Constituent College of VTU, Belagavi)

## One Day Awareness Workshop on

"Prevention, Prohibition & Redressal  
of Sexual Harassment of Women  
at Work Place (POSH)"

Guest Speaker

**Adv. Madhura M.N.**

Date : 30-11-2024



 College Internal Complaint Committee  
University, BDT College of Engineering,  
Davangere   
(A Constituent College of VTU, Belagavi)

## One Day Awareness Workshop on

"Prevention, Prohibition & Redressal  
of Sexual Harassment of Women  
at Work Place (POSH)"

Guest Speaker

**Dr. Shobha Dhananjaya**

Date : 30-11-2024



 College Internal Complaint Committee  
University, BDT College of Engineering,  
Davangere   
(A Constituent College of VTU, Belagavi)

## One Day Awareness Workshop on

"Prevention, Prohibition & Redressal  
of Sexual Harassment of Women  
at Work Place (POSH)"

CICC Member

**Dr. S.B. Mallur**

Date : 30-11-2024

# Program photos



# Program photos

